

# Scottish Borders Council

## Stage 3 Equality Impact Assessment - Sign Off

(For use at the end of development project/proposal/policy development – prior to sign off)

3.1	<b>Title of Proposal:</b>	Road Safety Plan 2010 – 2020 Interim Review
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*(Please enter the title or reference for your proposal)*

3.2	<b>Service Area:</b> <b>Department:</b>	PLACE - Roads
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*(Please enter the department/service area submitting the proposal)*

3.3	<b>Description:</b>	An update to the original Road Safety Plan highlighting progress towards Scottish Government targets
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*(Please enter a full description of your proposal including its aims and objectives)*

3.4

### Impact Assessment

Use the information you have gathered during the development of your proposal to identify the anticipated impacts of your proposal against the three arms of the Equality Duty.

Equality Characteristic	Impact			Description	Mitigation & Recommendations
	No Impact	Positive Impact	Negative Impact		
				<i>Please enter your reasoning for your assessment based on the evidence you have gathered.</i>	<i>Please enter any mitigations if you have identified a negative impact &amp;/ or recommendation for implementation</i>
<b>Age</b> (Older or younger people or a specific age grouping)		x		<b>Targeted reduction in road casualties for older and young drivers</b>	
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	x				
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	x				
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees,	x				

migrants and asylum seekers)					
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	X				
<b>Pregnancy and Maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	X				
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	X				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	X				
<b>Poverty</b> (people who are	X				

	on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)					
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)	x				

3.5	<b>Relevance to the Equality Duty in Summary:</b>	
	<b>What impact will your proposal have on the following :</b> <i>(After considering all the available evidence what impact do you believe the implementation of this proposal will have in relation the Equality Duty?)</i>	
	<b>Equality Duty</b>	<b>Reasoning:</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Will proposal discriminate? Or help eliminate discrimination?)</i>	No impact
	<b>Promotion of equality of opportunity?</b> <i>(Will your proposal help or hinder the Council with this)</i>	No impact
	<b>Foster good relations?</b> <i>(Will your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	No impact

3.6	<b>Recommendations &amp; Mitigation</b>
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Please summaries all recommendations and mitigations for approval by the decision makers who will approve your proposal		
Characteristic	Mitigation/Recommendation	Approved Yes/No
Age	Young drivers events, skill for life advanced driving	

<b>Signed Off (Sign off <u>must</u> be completed by Service Manager or Director)</b>			
Name:		Directorate:	
Post:		Date:	

<b>EIA Completed By</b>			
Name	Gary Haldane	Service Area.	PLACE – Roads
Post	Assistant Engineer	Date	04/08/17

**Next Steps:**

	Date
Proposals Approved for Implementation:	
EIA Published:	
Date for Review of Findings:	

**If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision. For your records, please keep a copy of this Equality Impact Assessment form.**